

PROCEEDINGS OF THE AGING & DISABILITY RESOURCE CENTER OF BROWN COUNTY BOARD MEETING

February 27, 2014

PRESENT: Tom Diedrick, Steve Daniels, Pat Hickey, Lisa Van Donsel, Marvin Rucker, Larry Epstein, Barbara Robinson, Joan Swigert, Keith Pamperin, Melanie Maczka, Beth Relich, Lori Rasmussen, Corrie Campbell

ALSO PRESENT: Devon Christianson, Christel Giesen, Arlene Westphal, Debra Bowers, Laurie Ropson, Diana Brown with N.E.W. Curative, Lisa Steffen with N.E.W. Curative, Steve McCarthy with N.E.W. Curative, Mike Duschene with Aspiro

The meeting was called to order by Chairperson Diedrick at 9:00 a.m.

PLEDGE OF ALLEGIANCE.

INTRODUCTIONS: ADRC Staff and guests introduced themselves. Mr. Diedrick thanked Aspiro for inviting us to hold our meeting at their facility.

ADOPTION OF THE AGENDA: Ms. Van Donsel/Ms. Swigert moved to adopt the agenda. **MOTION CARRIED.**

APPROVAL OF THE MINUTES OF THE REGULAR MEETING OF January 23, 2014:

Mr. Pamperin/Mr. Epstein moved to approve the minutes of the regular meeting of January 23, 2014. **MOTION CARRIED.**

FINANCE REPORT:

A. REVIEW AND APPROVAL OF JANUARY 2014 FINANCE REPORT: Ms. Bowers reported that January's Income Statement (enclosed) is uneventful.

Ms. Swigert/Ms. Relich moved to approve and place on file the January 2014 Financial Report. **MOTION CARRIED.**

B. REVIEW AND APPROVAL OF RESTRICTED DONATIONS: Ms. Bowers distributed copies of the Aging & Disability Resource Center of Brown County Donations Memorial/Restricted Report. She gave an overview of the December 31, 2013 Report reviewing the Beginning Balance Column, the Restricted Additions that were added throughout the year, the Total Restricted Donations, any Restricted Purchases from those funds and the Net Restricted Donations. She explained that the last column, Net Restricted Donations of the December 2013 Report will also be the Beginning Balance Column of the January 1, 2014 Report.

Board Members reviewed the January 2014 Restricted Donation Report. The total addition for the month of January, 2014 was \$10 for the Fishing Club. Ms. Bower noted that these funds will be used to benefit that club. Mr. Pamperin, a participant of the Fishing Club, described to the board some of their outings and social activities.

Ms. Campbell/Ms. Hickey moved to approve the Restricted Donations for January, 2014. **MOTION CARRIED.**

C. PRELIMINARY NET ASSET REPORT: Ms. Bowers noted that there was nothing further to report on the Preliminary Net Asset Report since last month; and when the audit is complete, we will review the final Net Asset Report along with other audit documents.

SHELTERED AND INTEGRATED WORK PANEL: ASPIRO, NEW CURATIVE: Mr. Duschene began by presenting the background of Aspiro. In 1957 this organization was established as the Brown County Association for Retarded Children. A few years later the name was changed to the Brown County Association for Retarded Citizens. Once again, in 2003 the name was changed to Aspiro, a

Latin word meaning to reach or climb towards something which fits in with their mission *“To help people reach their full potential”*. Mr. Duschene noted that although in the beginning their focus was on sheltered work (pre-vocational), in the early 80’s they also began to focus on supportive employment (working out in the community) for their clients. Aspiro serves 1200 clients a year and is known for its’ CRP (Community Rehabilitation Program); however, they also serve clients through respite, citizen advocacy, a positive parenting program and recreational services. They have placed 776 people in community based jobs, but also provide sheltered work for those who are unable to go out into the community.

Mr. McCarthy, with N.E.W. Curative, noted that Curatives’ origins were also in the mid 1900’s. Curative’s primary focus is on providing services to older adults and their caregivers, people with disabilities, and employment services within their Community Rehabilitation Program. He explained that the intent of the sheltered workshop (pre-vocational) is to provide not only job skills development but also to provide an environment where people could interact with their peers, feel a sense of belonging, while actually earning a wage. Wages earned are based on the productivity of each employee (commensurate wage).

Mr. Duschene shared an educational video created by Aspiro with the support of N.E.W. Curative, Eastshore Industries in Algoma, and Sunshine House in Sturgeon Bay that they could be used as a tool to educate how commensurate wages are determined within Community Rehabilitation Programs.

Discussion ensued between the ADRC Board, Mr. Duschene, Mr. McCarthy, Ms. Steffens, and Director of Employment & Training for N.E.W. Curative, and Ms. Brown, Vice President for Program Services at N.E.W. Curative highlighting the pros and cons of the Community Rehabilitation Program (CRP) Model:

Pros	Cons
CPR’s offer choice of working in the community or in the sheltered workshop	Increasing the minimum wage would require CRPs to pay participants at this rate for any Federal contracted job- it would cost billions of dollars across the country
CRPs are the best model currently available for giving all people with disabilities employment experience	CRPs, it is argued, are not real world employment experiences for people with disabilities
CRPs provide the opportunity to build skills to go out into the community	CRPs fill an important role for those who have been unsuccessful in community work. Concerns are that folks never leave pre-vocational settings once they are working there
CRPs teach work rules, how to be part of a team, how to use a time clock, how to handle conflicts, or when it’s okay to call in sick, etc.	It is argued, that if all pre-vocational settings were closed everyone would have the opportunity to get a job
CRPs offer a supportive work environment where individuals can be with their peers, feel included, and really participate on a team	Some people want a “One Size Fits All”

Mr. Duschene stated that should CRP’s not be available, many adults with disabilities would be sitting home alone. Other points of discussion included how automation and foreign competition create challenges for the work CRPs do, how contracts work, education is needed for parent about the choices for employment, the need to continue to be proactive in promoting vocational education at the high school level, the need to continue to educate employers, and the fact that Wisconsin, including Aspiro and N.E.W. Curative, are considered the leaders in Community Rehabilitation Programs. Discussion also touched on the impact Family Care will have on CRPs. Mr. McCarthy noted that it is

our hope that by being a good, strong partner and making sure our vision is well aligned with the MCO (Managed Care Organization), there will be limited negative impact. The focus will be on helping people achieve their goals within the community. Mr. Diedrick noted that this is an issue that the ADRC Board will need to keep discussing as Family Care gets closer.

Mr. Duschene concluded by inviting those attending today's meeting to tour Aspiro's facility at the close of the meeting.

NOMINATIONS AND HR COMMITTEE REPORT:

- A. **ELECTION OF SLATE OF OFFICERS:** Mr. Diedrick reported that the Nominations and HR Committee met last week to prepare a slate of officers to present to the full board. The Committee is recommending that Mr. Diedrick remain in the position of Chairperson, Ms. Robinson for Vice Chairperson, Ms. Hickey for Secretary, and Ms. Relich for Treasurer. Mr. Diedrick asked three times for any other nominations for any of the positions from the floor.

Mr. Pamperin / Ms. Campbell moved that if there were no other nominations, the nominations be closed and a unanimous ballot be cast for the nominees selected. There was concern expressed regarding using the word "unanimous" in the motion at this time. Mr. Pamperin / Ms. Campbell amended the motion removing the word "unanimous". **MOTION CARRIED.**

Mr. Diedrick thanked Mr. Pamperin for his past years serving as Vice Chairperson. Mr. Pamperin expressed the importance of having someone serve as Vice Chairperson who can continue to work with the Chairperson and possibly move into that office when the Chairperson's term is up as Mr. Pamperin's term will end at the same time as Mr. Diedrick's. Mr. Diedrick explained that the Nominations & HR Committee will be addressing options for bring in individuals so terms are staggered to avoid the turnover of a full slate of officers at one time.

- B. **PROPOSED POSITIONS APPROVAL FOR 2014:** Mr. Diedrick noted that the Nominations and HR Committee also discussed the three new proposed positions included in the packet, Prevention Assistant, I&A Team Lead, and Maintenance Assistant. Ms. Christianson gave a brief overview (enclosed) of each position. She drew board members attention to the ADRC Organizational Chart (enclosed) as well as the buff sheet (enclosed), which depicts the potential cost and funding available for these positions. Ms. Christian reminded board members that typically these positions would be added during our budget process; however, late in the year we received the last allocation of ADRC Funds to prepare for Family Care. The ADRC also received additional Older American's Act funds based on our population growth. Since these are funds that must be used for ADRC development, we reviewed areas where additional support is needed.

Ms. Campbell/Mr. Pamperin moved to approve adding a Prevention Assistant, an I&A Team Lead, and a Maintenance Assistant to the ADRC Organization Chart as described. **MOTION CARRIED.**

DIRECTOR'S REPORT:

- A. **TRUE NORTH AND REVIEW OF AGENCY GOALS AND OBJECTIVES/COMMITTEES:** Ms. Christianson referred to the ADRC Committees & Taskforces for 2014 enclosed. She noted that the ADRC is a team based agency. In January our staff and committee chairs come together as a larger group to review their goals and objectives for the purpose of seeing how these goals relate to our agency's larger goals and the True North vision.
- B. **211/CRISIS CENTER/ADRC YEAR END REPORT:** Ms. Christianson generally does a combined Year End Report on 211, the Crisis Center and United Way. United Way is moving their offices and has not been able to provide Ms. Christianson with their narrative so her report was tabled until next month.

- C. UPDATE ON DEMENTIAL SPECIALIST RFP:** Ms. Christianson had hoped to have the RFP for the Dementia Specialist; however, it has not arrived at this time. She noted that she has been working with Ms. Brown and other community partners on creating a Dementia Capable Community. Ms. Brown noted that Options for Independent Living, N.E.W. Curative, and the ADRC has just put in a collaborative grant request to the Greater Green Bay Community Foundation. We are calling it "SOS for Dementia Care". This will be a 2-year grant or \$200,000 and our goal is to have money available to purchase technology and adaptive aides that will help families and caregivers of people with dementia remain at home longer.
- D. ADDLIFE MODERNIZATION SURVEY:** Ms. Christianson reported that the ADRC has begun to meet internally to discuss modernizing our site at 300 S. Adams. This is a State & National Initiative to modernize Nutrition Sites and AddLIFE Centers. We will be looking at options for a café model, a cyber café model, a library look, a café bistro type look creating an inviting atmosphere for our dining site area, our atrium and also giving our bathrooms a facelift. Ms. Christianson distributed an AddLIFE Modernization Survey we will be using to obtain feedback from people out in the community. She asked board members to complete a survey in order to get their perspective and encouraged them to distribute them at any functions or meetings they might be attending. Ms. Relich offered to take surveys to a Special Olympics event which would be a wonderful way to reach the disabled population. Ms. Christianson will bring back to the board a package of costs and budget requests when that information is available.
- E. GWAAR: SELF-ASSESSMENT:** Ms. Christianson drew board attention to the GWAAR Aging Unit Annual Self-Assessment Document enclosed in the packet. GWAAR is one of our funding streams and this self-assessment is linked to our 3 year aging plan. This document reflects the progress with our goals and Ms. Christianson requested board approval for its submission.

Ms. Relich/Ms. Van Donsel moved to approve the GWAAR Self-Assessment Report. **MOTION CARRIED.**

FAMILY CARE UPDATE: Ms. Christianson reported that there has been some shifting of the Northeast Wisconsin Family Care District where Rolf Hansen has been the CEO. Recently a decision was made that the Board of the Northeast Wisconsin Family Care District will work with the Lakeshore District (Winnebago, Fond du Lac, and Manitowoc) to collaboratively put in a bid to be the Family Care Provider for this region. This is not an official merger ; however when the RFP for the state comes out, they want to be in a better position, working with more counties, and a current MCO (Managed Care Organization) that may have a strong infrastructure in place.

Discussion ensued. Ms. Christianson noted that it has become a very competitive environment and until the bid process is completed, we must be careful not to give any MCO an advantage by responding to requests for meetings or information unless we provide the same opportunity for all MCO's who may also be submitting an application.

LEGISLATIVE UPDATES: Ms. Van Donsel encouraged those present to vote in the spring elections and on April 1.

ANNOUNCEMENTS:

Ms. Ropson shared with the board that the ADRC has joined the Meals on Wheels Association and we will be participating in the March for Meals Program this year. On March 17th we will be showcasing our Meals on Wheels Program and our volunteers. We have invited Executive Streckenbach and Mr. Eric Gengrich to say a few words that morning at our 331 Adams location and deliver a meal themselves. We have also extended an invitation to local, state, and federal legislators and the media to participate. Ms. Ropson distributed a flyer announcing this event and invited board members for their support.

Ms. Swigert announced that the movie "In Equality for All" will be shown at the Dem Office on Chestnut St. this evening at 7:00 p.m.

NEXT MEETING: The next ADRC Board of Director's Meeting is scheduled to be held on March 27, 2014 at the ADRC beginning at our regular time of 8:30 a.m.

ADJOURN: Ms. Maczka/Ms. Hickey moved to adjourn the meeting. **MOTION CARRIED.** The meeting adjourned at 10:55 a.m.

Respectfully submitted,

Arlene Westphal, Secretary